Draft Report
from 1991 TDU Convention

by Dan Campbell

Introduction:

At the fall 1991 TDU convention we asked the UPS activists present to consider "what if" there was a Ron Carey sweep in the election. This question was put to about 100 UPSers from across the U.S. and Canada who attended the Sunday meeting of the UPS-TDU meeting. Below are the results grouped into categories by Frank DePero and Dan Campbell for your consideration and information.

UNION BUILDING:

Work to get pilots back into union

Work to have common expirations on all contracts around the world

Work to organize all small pkg companies

Establish a UPS newsletter

Revamp "Teamster" magazine to be more Rank & File oriented

Turn 401K to pro-union investments

Orientation program for new members on union & unionism

Increase union visibility with attractive hats, buttons, t-shirts provided by union

Use new clean image to organize

Provide quality steward training

Establish Rank & File organizing committes, train & equip them and target non-union groups

PRE-CONTRACT ACTIVITIES:

Establish an ongoing Rank & File contract committee with structure and elected leaders

Be prepared in advance with regional/national demands

At contract negotiating time, establish representative Rank & File bargaining committes to assist negotiators

Research old contracts to get ideas for negotiation

Put UPS's proposals in magazine or newsletter and have negotiating updates

Form local strike/strategy committees with BA's and Rank & File (use union leave clause)

Research ways to economically punish UPS for cronic contract violations or in the event of contract impass

CONTRACT:

WAGES:

Need real COLA

Up rate for triples

No lump sum bonuses

H & W:

Expand H&W to cover more areas

Improve disability coverage

Improve pay for temporary injury/sickness

Expand provisions for light duty

H&W for retirees

PENSION:

Increase pensions - 25 and out/30 etc

COLA on pensions

Pension credits for all part timers

Bring part timers into union plans

Full reciprocity

CONDITIONS:

Increase full time jobs

Eliminate casual periods

All jobs from the inside (before outside hire)

Hire outside and seasonals from union hall only

Negotiate methods

Eliminate incentive/bonus plans

Improve bidding/seniority provisions

Establish employee control over overtime

Pay stewards all time for processing and investigating grievances plus attending all hearings

Elected or appointed officers and BA's retain seniority

Totally reform grievance procedure including panel system

Improve safety provisions. Improve employee's rights to demand safety (especially in Canada)

Work to eliminate multi-tier wage scales

Right to strike over local issues

Establish geographical transfer system

Improve subcontracting language

More control over railing and triples

Completely revamp Art. 40 (air operations)

Improve drug testing language

End discrimination in hiring

POLITICAL:

Fight against scabbing

Fight against unfair trade (so called free trade) and unfair taxing (GST in Canada)

DRIVE should support only pro union people and causes

DRIVE accountability to membership

DRIVE funds available to Rand & File members for local activities

Use vice-grip strategy with Carey administration to pressure or eliminate undesirable officials

MISCELLANEOUS:

Set target date for receiving new contract books

No vote until all language settled and available to Rank & File

Provide info on legal rights etc. state by state, province by province (unemployment rights, health benefits etc)

On-site BA's or full time stewards at large facilities

Mandatory and regular scheduled stewards elections

Regular reports to Rank & File on grievances (computer data base on grievance decisions)

TDU:

Focus Rank & File pressure on Locals

Build TDU chapters

Favorable attitude toward TDU from administration would be helpful

Open union bulletin boards to Rank & File

Publish good news and success stories

Build a data base on management (perhaps more suited to IBT)

Summery:

The above ideas represent the collective ideas of a good cross section of UPSers. The group seemed to agree that we need to focus on union building activities and contract strategy. We must win the hearts and minds of the average Rank & File UPSer in order to make advances. Also organizing the unorganized was popular with the group. We even kicked around ideas like a special assessment targeted to organizing efforts at Fed-X and RPS. Special attention needs to be directed toward part timers. They are getting the shaft and as a result, union awarness is generally low. Also, Canadian UPSers need to be attended to. Rank & File committees to do the work of organizing, strike support and contracts are a very popular idea. Expectations are high that a difference can be made. Getting more input and then coming up with long and short range plans would be a good first step. And of course, the TDU/UPS network stands as a ready group to get the ball rolling.

Mario

Here is that report I promised. Some very good ideas were identified. I hope this will be of value.

Yours,

Dan C.